

By: Ellis

S.B. No. 2551

A BILL TO BE ENTITLED

AN ACT

1  
2 relating to the right of the Harris County Hospital District to  
3 maintain local control over wages, hours, and other terms and  
4 conditions of employment.

5 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

6 SECTION 1. Subchapter C, Chapter 281, Health and Safety  
7 Code, is amended by adding Section 281.060 to read as follows:

8 Sec. 281.060. HARRIS COUNTY HOSPITAL DISTRICT; CONTROL OF  
9 EMPLOYMENT MATTERS. (a) In this section:

10 (1) "Covered employee" means an employee of the Harris  
11 County Hospital District.

12 (2) "District" means the Harris County Hospital  
13 District.

14 (3) "Employee association" means an organization in  
15 which covered employees participate, that exists wholly or partly  
16 for the purpose of dealing with one or more public or private  
17 employers concerning grievances, labor disputes, wages, rates of  
18 pay, hours of work, or conditions of employment affecting  
19 employees, and whose members pay dues by means of an automatic  
20 payroll deduction by policy adopted by the district.

21 (b) The district may not be denied local control over the  
22 terms and conditions of employment of district employees, including  
23 wages, salaries, rates of pay, and hours of work or over any other  
24 personnel issue. Notwithstanding any other law, the district may

1 meet and confer with an employee association recognized under  
2 standards established by the district as the sole and exclusive  
3 bargaining agent for all covered employees and may enter into a  
4 memorandum of understanding with the employee association  
5 regarding terms and conditions of employment, including wages,  
6 salaries, rates of pay, and hours of work, or regarding any other  
7 personnel issue.

8 (c) A memorandum of understanding entered into under this  
9 section:

10 (1) is not enforceable or binding on the district, an  
11 employee association, or any other person or party; and

12 (2) may be submitted to the Commissioners Court of  
13 Harris County for any purpose determined to be appropriate by the  
14 district or the commissioners court.

15 (d) The district may, as part of its standards for  
16 recognition of an employee association, require the employee  
17 association to produce a petition signed by a majority of all  
18 covered employees that requests recognition of the association as  
19 the sole and exclusive bargaining agent for all covered employees.

20 (e) This chapter does not require the district and the  
21 recognized employee association to meet and confer or reach an  
22 agreement on any issue.

23 SECTION 2. This Act takes effect immediately if it receives  
24 a vote of two-thirds of all the members elected to each house, as  
25 provided by Section 39, Article III, Texas Constitution. If this  
26 Act does not receive the vote necessary for immediate effect, this  
27 Act takes effect September 1, 2009.